

Chapter 15 Organizational Culture Change

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[15.3 Characteristics of Organizational Culture ...](#) In fact, the term organizational culture was made popular in the 1980s when Peters and Waterman's best-selling book In Search of Excellence made the argument that company success could be attributed to an organizational culture that was decisive, customer-oriented, empowering, and people-oriented. Since then, organizational culture has become the subject of numerous research studies, books ...

[Organizational culture - Problem Solving in Teams and Groups](#) The only certain way to change a culture directly is to dismantle a group - new processes and rules can affect behavior, but not necessarily culture Finally, success is not guaranteed. In fact, unless the change practitioner is experienced and has a long track record of success, the chances of failure are high.

[The Relationship Between Organizational Culture and Change](#) Changing an organization's culture is one of the most difficult leadership challenges. That's because an organization's culture comprises an interlocking set of goals, roles, processes, values...

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